


WAGE DETERMINATION NO: 94-2307 REV (18) AREA: MO,KANSAS CITY

WAGE DETERMINATION NO: 94-2307 REV (18) AREA: MO,KANSAS CITY

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage Determinations
Wage Determination No.: 1994-2307
Revision No.: 18
Date Of Last Revision: 09/15/2000
States: **Kansas**, MissouriArea: **Kansas** Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, **Leavenworth**, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Ca Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Petti Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.86
Accounting Clerk II	10.96
Accounting Clerk III	12.61
Accounting Clerk IV	15.12
Court Reporter	11.67
Dispatcher, Motor Vehicle	12.51
Document Preparation Clerk	9.51
Duplicating Machine Operator	9.51
Film/Tape Librarian	10.02
General Clerk I	8.16
General Clerk II	9.66
General Clerk III	11.21
General Clerk IV	13.25
Housing Referral Assistant	15.43
Key Entry Operator I	8.87
Key Entry Operator II	11.11
Messenger (Courier)	7.25
Order Clerk I	9.42
Order Clerk II	12.04
Personnel Assistant (Employment) I	10.61
Personnel Assistant (Employment) II	12.10
Personnel Assistant (Employment) III	13.44
Personnel Assistant (Employment) IV	14.62
Production Control Clerk	15.08
Rental Clerk	11.30
Scheduler, Maintenance	11.30
Secretary I	11.30
Secretary II	13.21
Secretary III	15.43
Secretary IV	18.31

Secretary V	20.61
Service Order Dispatcher	16.74
Stenographer I	9.48
Stenographer II	11.12
Supply Technician	18.31
Survey Worker (Interviewer)	11.67
Switchboard Operator-Receptionist	9.27
Test Examiner	13.21
Test Proctor	13.21
Travel Clerk I	9.08
Travel Clerk II	9.82
Travel Clerk III	10.53
Word Processor I	9.62
Word Processor II	11.76
Word Processor III	12.24
Automatic Data Processing Occupations	
Computer Data Librarian	11.72
Computer Operator I	10.92
Computer Operator II	11.72
Computer Operator III	14.66
Computer Operator IV	18.00
Computer Operator V	18.81
Computer Programmer I (1)	15.97
Computer Programmer II (1)	20.53
Computer Programmer III (1)	23.97
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.91
Computer Systems Analyst II (1)	24.48
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.72
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.06
Automotive Glass Installer	17.69
Automotive Worker	17.69
Electrician, Automotive	18.38
Mobile Equipment Servicer	15.71
Motor Equipment Metal Mechanic	19.06
Motor Equipment Metal Worker	17.69
Motor Vehicle Mechanic	19.06
Motor Vehicle Mechanic Helper	14.72
Motor Vehicle Upholstery Worker	16.69
Motor Vehicle Wrecker	17.69
Painter, Automotive	18.38
Radiator Repair Specialist	17.69
Tire Repairer	15.18
Transmission Repair Specialist	19.06
Food Preparation and Service Occupations	
Baker	11.13
Cook I	9.88
Cook II	11.13
Dishwasher	7.42
Food Service Worker	7.42
Meat Cutter	12.64
Waiter/Waitress	8.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.38
Furniture Handler	13.64
Furniture Refinisher	18.38
Furniture Refinisher Helper	14.72
Furniture Repairer, Minor	16.69

Upholsterer	18.38
General Services and Support Occupations	
Cleaner, Vehicles	7.42
Elevator Operator	8.53
Gardener	10.56
House Keeping Aid I	7.10
House Keeping Aid II	7.75
Janitor	7.75
Laborer, Grounds Maintenance	8.59
Maid or Houseman	7.34
Pest Controller	11.07
Refuse Collector	8.53
Tractor Operator	9.89
Window Cleaner	8.40
Health Occupations	
Dental Assistant	11.00
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.16
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.39
Licensed Practical Nurse III	13.86
Medical Assistant	9.83
Medical Laboratory Technician	10.43
Medical Record Clerk	9.83
Medical Record Technician	13.62
Nursing Assistant I	7.14
Nursing Assistant II	8.03
Nursing Assistant III	8.76
Nursing Assistant IV	9.83
Pharmacy Technician	12.26
Phlebotomist	9.83
Registered Nurse I	15.09
Registered Nurse II	19.20
Registered Nurse II, Specialist	19.20
Registered Nurse III	24.35
Registered Nurse III, Anesthetist	24.35
Registered Nurse IV	27.94
Information and Arts Occupations	
Audiovisual Librarian	16.19
Exhibits Specialist I	15.99
Exhibits Specialist II	18.63
Exhibits Specialist III	22.17
Illustrator I	15.99
Illustrator II	18.63
Illustrator III	22.17
Librarian	18.22
Library Technician	11.72
Photographer I	11.53
Photographer II	14.82
Photographer III	15.97
Photographer IV	19.52
Photographer V	23.63
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.62
Counter Attendant	6.62
Dry Cleaner	8.77
Finisher, Flatwork, Machine	6.62
Presser, Hand	6.62
Presser, Machine, Drycleaning	6.62
Presser, Machine, Shirts	6.62
Presser, Machine, Wearing Apparel, Laundry	6.62

Sewing Machine Operator	9.47
Tailor	10.13
Washer, Machine	7.33
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.38
Tool and Die Maker	24.88
Material Handling and Packing Occupations	
Forklift Operator	13.12
Fuel Distribution System Operator	15.71
Material Coordinator	17.72
Material Expediter	17.72
Material Handling Laborer	12.80
Order Filler	12.29
Production Line Worker (Food Processing)	15.32
Shipping Packer	10.29
Shipping/Receiving Clerk	10.29
Stock Clerk (Shelf Stocker; Store Worker II)	13.67
Store Worker I	10.73
Tools and Parts Attendant	15.32
Warehouse Specialist	15.32
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.06
Aircraft Mechanic Helper	14.72
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.69
Aircraft Worker	17.69
Appliance Mechanic	18.38
Bicycle Repairer	15.18
Cable Splicer	20.34
Carpenter, Maintenance	18.38
Carpet Layer	17.69
Electrician, Maintenance	22.89
Electronics Technician, Maintenance I	13.80
Electronics Technician, Maintenance II	21.07
Electronics Technician, Maintenance III	21.50
Fabric Worker	16.69
Fire Alarm System Mechanic	19.06
Fire Extinguisher Repairer	15.71
Fuel Distribution System Mechanic	19.06
General Maintenance Worker	17.69
Heating, Refrigeration and Air Conditioning Mechanic	19.06
Heavy Equipment Mechanic	19.06
Heavy Equipment Operator	19.20
Instrument Mechanic	19.06
Laborer	9.12
Locksmith	18.38
Machinery Maintenance Mechanic	19.06
Machinist, Maintenance	19.06
Maintenance Trades Helper	14.72
Millwright	21.74
Office Appliance Repairer	18.38
Painter, Aircraft	18.38
Painter, Maintenance	18.38
Pipefitter, Maintenance	25.84
Plumber, Maintenance	20.98
Pneudraulic Systems Mechanic	19.06
Rigger	19.06
Scale Mechanic	17.69
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	17.69

Telecommunication Mechanic I	20.35
Telecommunication Mechanic II	21.00
Telephone Lineman	20.35
Welder, Combination, Maintenance	19.06
Well Driller	19.06
Woodcraft Worker	19.06
Woodworker	15.71
Miscellaneous Occupations	
Animal Caretaker	8.65
Carnival Equipment Operator	10.65
Carnival Equipment Repairer	11.36
Carnival Worker	8.61
Cashier	6.68
Desk Clerk	8.12
Embalmer	17.51
Lifeguard	8.32
Mortician	17.08
Park Attendant (Aide)	10.46
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
Recreation Specialist	13.26
Recycling Worker	10.65
Sales Clerk	7.23
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	8.32
Survey Party Chief (Chief of Party)	15.04
Surveying Aide	7.63
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.46
Swimming Pool Operator	11.13
Vending Machine Attendant	9.26
Vending Machine Repairer	11.13
Vending Machine Repairer Helper	9.26
Personal Needs Occupations	
Child Care Attendant	8.12
Child Care Center Clerk	11.46
Chore Aid	7.80
Homemaker	12.72
Plant and System Operation Occupations	
Boiler Tender	19.06
Sewage Plant Operator	18.38
Stationary Engineer	19.93
Ventilation Equipment Tender	14.72
Water Treatment Plant Operator	18.38
Protective Service Occupations	
Alarm Monitor	11.04
Corrections Officer	13.67
Court Security Officer	15.21
Detention Officer	13.67
Firefighter	14.75
Guard I	7.80
Guard II	12.70
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	21.17
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.38
Stevedore II	19.13
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.22
Air Traffic Control Specialist, Station (2)	18.08

Air Traffic Control Specialist, Terminal (2)	19.92
Archeological Technician I	11.53
Archeological Technician II	12.89
Archeological Technician III	15.97
Cartographic Technician	18.37
Civil Engineering Technician	16.42
Computer Based Training (CBT) Specialist/ Instructor	20.91
Drafter I	12.82
Drafter II	13.92
Drafter III	17.20
Drafter IV	20.05
Engineering Technician I	12.77
Engineering Technician II	15.69
Engineering Technician III	18.04
Engineering Technician IV	20.07
Engineering Technician V	24.29
Engineering Technician VI	26.91
Environmental Technician	15.97
Flight Simulator/Instructor (Pilot)	24.48
Graphic Artist	20.91
Instructor	20.91
Laboratory Technician	14.66
Mathematical Technician	15.97
Paralegal/Legal Assistant I	12.43
Paralegal/Legal Assistant II	16.19
Paralegal/Legal Assistant III	19.79
Paralegal/Legal Assistant IV	23.95
Photooptics Technician	15.97
Technical Writer	19.52
Unexploded (UXO) Safety Escort	16.67
Unexploded (UXO) Sweep Personnel	16.67
Unexploded Ordnance (UXO) Technician I	16.67
Unexploded Ordnance (UXO) Technician II	20.17
Unexploded Ordnance (UXO) Technician III	24.17
Weather Observer, Combined Upper Air and Surface Programs (3)	13.48
Weather Observer, Senior (3)	16.42
Weather Observer, Upper Air (3)	13.48
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.27
Parking and Lot Attendant	8.67
Shuttle Bus Driver	11.55
Taxi Driver	10.65
Truckdriver, Heavy Truck	16.19
Truckdriver, Light Truck	11.55
Truckdriver, Medium Truck	15.50
Truckdriver, Tractor-Trailer	16.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as

numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screenin blending, dying, mixing, and pressing of sensitive explosives pyrotechnic composition as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives incendiary materials which involves potential injury such as laceration of hands, face, arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contractor.

officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&&

